GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services – SAP HRMS Module -Implementation of HRMS Module – Finalise integration framework – Constitution of Committee - Orders – Issued.

FINANCE (IT) DEPARTMENT

G.O.RT.No. 1353 Dated: 27-06-2018.

Read the Following :

ORDER :

Government of Andhra Pradesh has implemented the Phase 1 of Comprehensive Financial Management System (CFMS) on the SAP S4/HANA platform and it has been launched effective April 2nd 2018. While Budget Management, Receipts Management, Expenditure Management, Accounts Management are the key modules launched under Phase 1 of CFMS, the Core HRMS module with certain basic functionalities underpins the underlying structures to ensure seamless workflows, authorizations and user setups in addition to processing the Pay and Pension related expenditure bills and related budget. As part of this, basic Organization Structure, Positions and Employees, Pensioners, Contractors, Consultants and Other Staff are captured in SAP HRMS module of CFMS.

2. Capitalizing on the foundation laid out in the Phase 1 of CFMS rollout, it is proposed that the functions related to full suite of HRMS processes are rolled out in SAP HRMS Module. These functionalities are expected to support the integration of e-Office and AEBAS with SAP HRMS. Towards this, it is minuted at the meeting held on 17.04.2018 with IT Advisor (e-Governance) by Secretary Finance, Special Secretary Finance, Secretary Political General Administration Department and CEO, APCFSS, that it would be prudent to constitute a Committee with defined Terms of References to study the various Master Data requirements for the SAP HRMS Module implementation and the mapping of them in the context of various processes of Government of Andhra Pradesh and its Service Rules and all related HR related functions and procedures.

3. Government after careful consideration of the matter, hereby constitute the following Committee to study the requirements and propose a framework to implement SAP HRMS and integrate with e-Office and AEBAS.

Sl No.	Name and Title	Role
1.	Sri.L.Premachandra Reddy,IAS, (Retd.), Ex-Office Principal Secretary (SR)	Chairman
2	Sri K V S K Papa Rao, Additional Secretary, Finance Department	Member
3	Sri V Krishnadevarayalu, CEO, APCFSS & CTO, Finance Department	Member/Convener
4.	Sri Parameswaran Krishnamurthy, SAP Functional Expert	Member
5	Sri Vijay Kumar Kulamkully, Sr. SAP HCM Consultant	Member

4. The Chairman of the Committee may co-opt additional members and/or a team of 1-2 additional SAP Consultants / SMEs to ensure smooth functioning, study, documentation and secretarial assistance.

5. The Terms of Reference of the Committee are as follows:

(i) Prepare the road map for rolling out of SAP HRMS module in CFMS with the express intent of ensuring that SAP HRMS will be the Single Source of Truth for all HRMS related data across Government of Andhra Pradesh.

(P.T.O.)

(ii) Define the various Master Data objects required for SAP HRMS module

a) Evaluate and determine the best possible values for the 'Enterprise Structure' master data objects viz.

(1) 'Personnel Areas', and
(2) 'Personnel Sub-Areas' under each Personal Area in consultation with the Secretariat Departments;

b) Evaluate and determine the best possible values for the 'Personnel Structure' master data objects viz.

(1) 'Employee Groups'
(2) 'Employee sub-groups' and
(3) 'Payroll areas';

c) Evaluate and determine the best possible values for the 'Organisation Structure' master data objects viz;

(1) 'Organisation Units' while studying the impact of the Office Codes proposed by GAD and the feasibility of using them as short names in SAP,
(2) 'Position',
(3) 'Job',
(4)'Organisation Key';

d) Study the impact of maintaining the various codes proposed by GAD for the different master data of SAP HRMS modules in the context of establishing SAP as a 'Single Source of Truth';

e) Evaluate and determine the fitment of the master data proposals with the Payroll requirements of SAP

(iii) Prepare the draft guidelines for integrating e-Office and AEBAS with SAP HRMS and the integration with codes.ap.gov.in.

(iii) Prepare under which post categories (see the GAD Codes) the list of PRC designations of all Service Rules wise will be categorised. This information will serve as the basis for the next Pay Revision Commission.

6. The Committee shall submit its report within two months from the date of issue of these orders. The Committee will be provided office support by Finance Department.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

RAVICHANDRA MUDDADA
PRINCIPAL FINANCE SECRETARY (FAC)

To
All the Members of the Committee.
Copy to:
The PS to Chief Secretary
The PS to Special CS to CM
The PS to PFS, Secretary (Finance), Spl. Secretaries, Finance Dept.
The PS to Secretary (Political)

//FORWARDED :: BY ORDER//

SECTION OFFICER